

ABSTRACT

Luhunuddin, The Correlation Between Management Competence and Leadership Style of District Education Leader and The Performance of District Education Officers of Medan, Educational Management of Post Graduate program of Medan State University, 2005

This study is aimed to find out firstly, how far is the correlation between management competence of District Education Leader and the Performance of District Education Officers of Medan. Secondly, to find out the correlation between Leadership Style of District Education officers of Medan. Thirdly, to find out the simultaneously correlation of Management Competence and Leadership Style of District Education Leader with the performance of District Education Officers of Medan.

The population of this study were 109 officers of District Education of Medan but only 51 of them were taken as sample by the help of Stratified Proportional Random Sampling Technique. The instrument used for this study was developed based on the implementation of related theories. This instrument was previously tried out to 30 officer who were not involved as the intended sample.

The validity and reliability of questionnaire items were counted by Product Moment Analysis. The result of it showed that there is positive correlation between: 1) Management Competence of District Education Leader and the Performance of District Education Officers of Medan with $r_{xy_1} = 0,765$, $F_{count} = 64,55$ and $F_{table} = 6,64$. Its coefficient determination is $r_{xy_1}^2 = 0,682$, 2) Leadership style and the Performance of District Education officers of Medan with $r_{xy_2} = 0,757$, $F_{count} = 0,66$ and $F_{table} = 2,70$. 3) Management Competence and Leadership style and the Performance of District Education Officers of Medan with $X_1 = 0,583$ and $X_2 = 0,426$, the regression constant = 14,745, $\hat{Y} = 14,725 + 0,538 X_1 + 0,426 X_2$ with determination coefficient $r_y X_1 X_2 = 0,683$. This figure showed that 68,30 % of variation of the performance of District Education Officers affected by Management Competence and Leadership style of District Education Leader.

ABSTRAK

LUHUNUDDIN, HUBUNGAN KEMAMPUAN MANAJEMEN DAN GAYA KEPEMIMPINAN KEPALA DINAS DENGAN KINERJA PEGAWAI DINAS PENDIDIKAN KOTA MEDAN.

Penelitian ini bertujuan untuk mengetahui besarnya hubungan : 1) antara Kemampuan Manajemen Kepala Dinas Pendidikan dengan Kinerja Pegawai Dinas Pendidikan Kota Medan. 2) antara Gaya Kepemimpinan dengan Kinerja Pegawai Dinas Pendidikan Kota Medan. 3) antara Kemampuan Manajemen dan Gaya Kepemimpinan Kepala Dinas secara bersama-sama dengan Kinerja Pegawai Dinas Pendidikan Kota Medan.

Populasi penelitian ini adalah seluruh Pegawai Dinas Pendidikan Kota Medan terdiri dari 109 orang, sampel diambil dengan Stratified Proportional Random Sampling diperoleh sampel 50 orang. Instrumen dikembangkan berdasarkan implementasi teoretis yang sebelumnya telah di ujicobakan kepada 30 orang diluar sampel penelitian. Validitas dan reliabilitas masing-masing item kuesioner diperoleh dengan menggunakan Analisis Product Moment. Yaitu reabilitas X_1 sebesar = 0,879 dan reabilitas Gaya Kepemimpinan (X_2) sebesar = 0,860 dan reabilitas Kinerja Pegawai (Y) = 0,916. Hasil penelitian ini menunjukkan bahwa terdapat hubungan yang signifikan positif antara Kemampuan Manajemen Kepala Dinas dengan Kinerja Pegawai Dinas Pendidikan dengan $ryx_1 = 0,765$ dengan $F_h = 64,55$ dan $F_t = 6,64$. Koefisien Determinasi $ryx_1^2 = 0,682$, Gaya Kepemimpinan dengan Kinerja Pegawai Dinas Pendidikan Kota Medan dengan $ryx_2 = 0,757$ $F_h = 0,66$ $F_t = 2,70$, Kemampuan Manajemen dan Gaya Kepemimpinan secara bersama-sama dengan Kinerja Pegawai Dinas Pendidikan Kota Medan $X_1 = 0,538$ dan $X_2 = 0,426$, konstanta regresi = 14,745 $Y = 14,745 + 0,538 \cdot X_1 + 0,426 \cdot X_2$ dengan koefisien determinasi $ryX_1X_2 = 0,683$ ini menunjukkan sekitar 68,3% variasi yang terjadi pada Kinerja Pegawai ditentukan oleh variabel Kemampuan Manajemen dan Gaya Kepemimpinan Kepala Dinas Pendidikan.